

Happy September 1st

Birthstone Sapphire. Birth flowers Aster, Morning Glory. Zodiac Virgo → Sept. 21 – Libra Sept. 22 →.

Congratulations

“If it is to be – it is up to me!”

ALP = Advanced Leadership Program
CLP = CommScope Leadership Program
ELD = Enterprise Leadership Development - CommScope
EMP = Executive Management Program
IMP = In-house Management Programs
MCG = Managing Change Workshop
NEG = Negotiation – CommScope Program
PSP = Professional Sales Program

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Sadness and Sorrow

It is with great sadness and sorrow that we report the passing of Tony S. **Wilson** – (47). Tony was **Kerry Wilson's** husband of twelve years. Those of you that have attended our programs in Knoxville remember Kerry as our Calhoun's server. She has taken care of our participants, John, and me for 331 dinners since 2001. After a short illness, Tony was suddenly taken from us Sunday, August 10. Our prayers and love are with you Terry at this very sorrowful time.

princessdracos@yahoo.com

2014 → 2016 Seminars

Executive Management Program

CLASS 48

► **Week 1 – Oct 13 – 17, 2014** ◀

Week 2 – Jan 19 – 23, 2015

Week 3 – Apr 13 – 17, 2015

Week 4 – Jul 13 – 17, 2015

Week 5 – Oct 19 – 23, 2015

CLASS 49

► **Week 1 – Feb 09 - 13, 2015** ◀

Week 2 – May 18 – 22, 2015

Week 3 – Aug 17 – 21, 2015

Week 4 – Nov 16 – 20, 2015

Week 5 – Feb 15 – 19, 2016

CLASS 50

► **Week 1 – Jun 08 – 12, 2015** ◀

Week 2 – Sep 14 – 19, 2015

Week 3 – Dec 07 – 11, 2015

Week 4 – Mar 07 – 11, 2016

Week 5 – Jun 13 – 17, 2016

CLASS 51

► **Week 1 – Oct 12 – 16, 2015** ◀

Week 2 – Jan 18 – 22, 2016

Week 3 – Apr 18 – 22, 2016

Week 4 – Jul 18 – 22, 2016

Week 5 – Oct 17 – 21, 2016

(To enroll participants in any class please contact Tom Stevens at inmco@mindspring.com. We need their name, title, phone number, and email address.

Chronological Class Calendar

2014

EMP 47/2 - SEP 15 – 19

EMP 45/5 – OCT 06 – 10

► **EMP 48/1 – OCT 13 - 17** ◀

EMP 46/4 – NOV 17 – 21

EMP 47/3 – DEC 08 – 12

2015

EMP 48/2 – JAN 19 – 23

► **EMP 49/1 – FEB 09 – 13** ◀

EMP 46/5- FEB 16 – 20

EMP 47/4 – MAR 16 – 20

EMP 48/3 – APR 13 – 17

EMP 49/2 – MAY 18 – 22

► **EMP 50/1 – JUN 08 – 12** ◀

EMP 47/5 – JUN 15 – 19

EMP 48/4 – JUL 13 – 17

EMP 49/3 – AUG 17 – 21

EMP 50/2 – SEP 14 – 18

► **EMP 51/1 – OCT 12 – 16** ◀

EMP 48/5 – OCT 19 – 23

EMP 49/4 – NOV 16 – 20

EMP-47/3 – DEC 08 - 12

Jigsaw Puzzle

My dear wife, "What'shername" loves jigsaw puzzles. The other day she called me on the intercom and asked if I would come upstairs and help her. She said, "I have a great jigsaw puzzle, but I can't figure out how to get started." I asked, "What is it supposed to be when it's finished?" She replied, "According to the picture on the box, it's a rooster." I left my office, went upstairs, and saw the pieces spread all over the kitchen table.

I studied the pieces for a moment, and then looked at the box. I turned to her and said, "First of all, no matter what we do, we're not going to be able to assemble these pieces into anything resembling a rooster." I took her hand and quietly said, "Second, I want you to relax. Let's have a nice cup of tea," and then I said with a deep sigh, "Then let's put all the Corn Flakes back in the box."

Taxes

The US tax on corporations – 39.1% - is the highest in the world and it takes 70,000 plus pages of tax code to explain its' complexities. The Hong Kong tax code takes 400 pages of explanation and is 16.5%. Japan is second at 37%. Other countries – France 34.4%, Canada 26.1%, Ireland 12.5%, Mexico 30%, Bangladesh 27.5%, China 25%, Russia 20%, Afghanistan 20%, Iraq 15%, Pakistan 34%, Egypt 25%, Cayman Islands, Bahrain, Bermuda, and the Bahamas 0%.

Africa average – 27.85%.

Asia average – 21.91%

Europe average – 19.68%

Oceania average – 27%

Latin America average – 27.15%

European Union average – 21.34%

(Source – KPMG International – 2014)

"The tax on capital gains directly affects investment decisions, the mobility and flow of risk capital, the ease or difficulty experienced by new ventures in obtaining capital, and thereby the strength and potential for growth in our economy. John F. Kennedy

"Government's view of the economy can be summed up in a few short phrases. If it moves, tax it. If it keeps moving, regulate it. And, if it stops moving, subsidize it." Ronald Reagan

"A nation, trying to tax itself into prosperity is like standing in a bucket and trying to lift yourself up by the handle." Winston Churchill

"We have what it takes to take what you have!" New IRS motto

US Presidential Quiz

This US President spoke English as his second language and was the first American born President. Who was it?

The tallest President at 6'4" was _____?

The shortest President at 5'4" was _____?

John's Jottings

(Happy September 1st everyone. I am busy taking care of my dear wife, her new right knee, and her physical therapy. I'll see you October 1st.)

John Barnes ,

"Nurse"

?? KNIHT – AUGUST - THINK ??

Rugs or Miles

Are their more square inches in a carpet 15 yards by 5 yards or feet in a 20-mile run?

ANSWER - Feet in a 20 mile run.

There are 12 inches in a foot, and 1,760 yards in a mile. There are 105,600 feet in a 20-mile run. There are 97,200 square inches in a carpet 15 yards by 5 yards.

My Bathtub

My bathtub has two water faucets, a drain, plus a leak. The cold-water faucet, by itself, fills the tub in 20 minutes. The hot water faucet, by itself, fills the tub in 30 minutes. With both faucets turned off the drain can empty the tub in 16 minutes. The leak, by itself, will empty a full tub in 2 hours. How long will it take to fill the tub if I leave both faucets turned on and the drain open?

ANSWER - 80 minutes -

In 24 hours the cold-water faucet can fill 72 tubs. In 24 hours the hot water faucet can fill 48 tubs. The drain can empty 90 tubs in 24 hours. The leak can empty 12 tubs in 24 hours.

Therefore in 24 hours we have 72 plus 48 minus 90 minus 12 = 18 tubs in 24 hours. Therefore one tub would take 80 minutes to fill.

Sweet Tooth

Tom can eat 27 Chocolates in an hour, John can eat 2 Chocolates in 10 minutes and Kate can eat 7 Chocolates in 20 minutes.

How long will it take them to share and completely eat a box of 120 Chocolates while watching TV?

ANSWER - 2 hours

In 1 hour Tom eats 27 – John 12 – Kate 21 which = 60 Chocolates in one hour. Therefore 120 divided by 60 = 2 hours.

Education

Teacher – “Ashley, why are you doing your math multiplication on the floor?”

Ashley – “You told us to do it without using tables.”

Teacher – “Becca, how do you spell crocodile?”

Becca – “K-R-O-K-O-D-I-L.”

Teacher – “No, that’s wrong.”

Becca – “Maybe it is wrong, but you asked me how I spelled it.”

Teacher – “Maggie, what is the chemical formula for water?”

Maggie – “HIJKLMNO.”

Teacher – “What are you talking about?”

Maggie – “Yesterday, you said it was H to O.”

Teacher – “Erin, give me a sentence starting with I.”

Erin – “I is...”

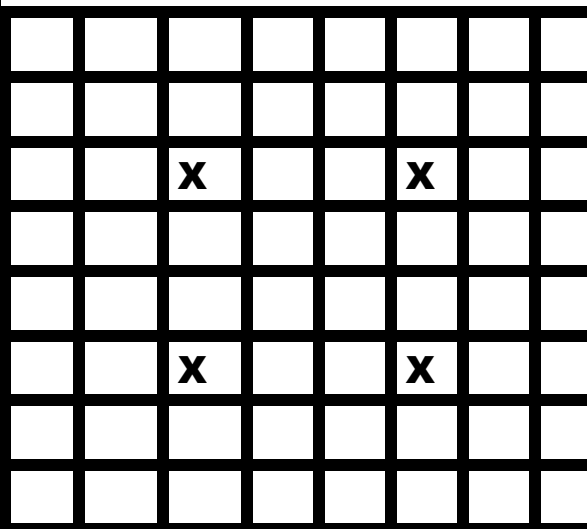
Teacher – “No Erin, always say I am.”

Erin – “O K. I am the ninth letter of the alphabet.”

?? KNIHT - SEPTEMBER - THINK ??

Squares

How many squares of any size, can you find on the checkerboard below, which do not contain an X?



ANSWER

Apples

Three INM participants took a crate full of apples with them on a hike into the Smoky Mountains. During the night Alex woke up and decided to hide his one-third share of the apples - he then fell asleep. Griff woke up later and also decided to hide a third of the remaining apples and fell asleep. Finally, Patrick woke up and seeing the others asleep hid a third of the remaining apples. None of the three knew about the actions of the others. In the morning they equally shared the remaining apples with each taking 16 apples. How many apples were in the crate originally?

ANSWER

Art Theft

After a local art theft, six suspects were apprehended and questioned by the police. Below is a summary of their statements. The Police knew that exactly four suspects told one lie each and all of their other statements were true. Who committed the crime?

Alan said – “It wasn’t Brian, Dave, or Eddie.”

Brian said – “It wasn’t Alan, Charlie, or Eddie.”

Charlie said – “It wasn’t Brian, Eddie, or Freddie.”

Dave said – “It wasn’t Alan, Freddie, or Charlie.”

Eddie said – “It wasn’t Charlie, Dave, or Freddie.”

Freddie said – “It wasn’t Charlie, Dave, or Alan.”

ANSWER

Words of Wisdom

Don’t regret growing older, it is a privilege denied to many.

Live your life and forget your age.

I have seen better days, but I have also seen worse. I don’t have everything I want, but I have all I need. I woke with some aches and pains, but I woke up. My life may not always be perfect, but I am blessed.

Steven's Statement

Assembly Lines, Cigarette Butts, and Innovation

My first job after College was as a Sales Engineer for a company that manufactured drills, reamers, end mills and carbide cutting tools. They had always hired engineers and taught them selling. I was their first experiment in hiring a sales person and teaching them cutting tool engineering. Towards the end of my year's training program I was sent from Chicago, IL to the Fisher Body plant in Ionia, MI to solve a drilling problem involving the General Motors station wagon bodies. The workers on the assembly lines were constantly breaking drills.

As I was leaving the office I asked my mentor if he had any advice. He said, "Look for the cigarette butts on the graveyard shift!" At the Ionia plant I asked if I could observe their two assembly lines on the midnight to 8:00 am shift. They agreed. The sheet metal bodies were assembled and welded. At another station holes were hand drilled to accept the screws that held the windshield, dashboard, window frames, and seats in place. (In the 1950's robotics didn't do this job.) A station wagon body had approximately 600 holes that had to be hand drilled.

After two hours of observing I walked the sides of the assembly lines. At one point I observed a large number of cigarette butts on the floor. (In those days workers could smoke during a break or if their job was completed and they were waiting for the next body to come down the line.) I observed this worker quickly drilling the holes and then relaxing with a cigarette. He was not breaking drills while the workers around him were constantly changing drill bits.

When the shift ended I approached this gentleman, introduced myself, and asked if I could buy him breakfast. During breakfast I asked why he wasn't breaking drills? He replied, "I make my own drills." He then produced a drill that had a quarter inch of flute and a point I had never seen before. He explained, "I pick up a bunch of broken drills and re-work them Saturday. I cut off most of the broken portion and then put my own point on what is left." I asked Mike if I could take several of his drills back to our factory – he agreed.

When I showed our R & D lab Mike's drill they were amazed. After a conference our CEO asked me to go back to Ionia, MI and invite Mike and his family to Chicago for a weekend at our expense. I did this and Mike said he could take Friday off. On Friday, I drove Mike, his wife and their two children to Chicago. We put them up in a suite at the Palmer House and I took Mike to the plant for a couple of hours. At the end of this meeting our CEO told Mike they wanted to buy his idea for what they called a "body drill." They offered Mike a flat fee or a smaller fee and a percent of future "Body Drill" sales. I was pleased with the company's ethics – they could have taken the idea since Mike did not hold a patent. Mike elected the smaller fee and a percentage. We spent the weekend

touring the museums, aquarium, planetarium, etc. Sunday evening I drove them back to Michigan.

End of story. Our company announced a new "Body Drill with a split point." We captured the body drill business from all of the automotive companies in the US and overseas. Mike built a new home and retired early. I was promoted to Territory Manager in Western Michigan and later District Manager.

Moral of the story – most innovations are discovered by your customers. When watching an assembly line find the laziest worker – they have discovered the most effective and efficient method for doing the job.

ACTION PLAN – How many customers do you visit each year? Do you watch how they are using your products? Do you mine them for information such as ideas they have for your products? Do you only talk to the managers rather than those actually using your product? Are you too egotistical to think that anyone other than yourself knows anything about your product? Where do your innovative ideas come from?

●* Muddled Management *●

US Postal System

In July, I purchased an electric razor from a company in New York. The phone salesman suggested I use the US Post Office and he told me that the Post Office and Federal Express were working together and I could track my order. I agreed.

- Sat-7/19 - 2:15 pm - placed order.
- Sat-7/19 - 5:10 pm - package picked up by Fed Ex.
- Sat-7/19 - 7:29 pm - package arrived at Fed Ex facility in Maspeth, NY.
- Sat-7/19 - 8:42 pm - package departed Maspeth.
- Sat-7/19 - 10:47 pm – package arrived at Fed Ex facility in Keasbey, NJ.
- Sun-7/20 – 12:41 am package departed Keasbey.
- Sun-7/20 - 7:09 am – package arrived at Fed Ex facility in Kenneshaw, GA.
- Sun-7/20 - 9:14 am package departed Kenneshaw.
- Sun-7/20 - 10:58 am – package arrived at US Post Office facility in Ellenwood, GA.
- Tue-7/22 – 8:48 am – package departed US Post Office facility in Ellenwood, GA.
- Wed-7/23 – 4:13 pm – package arrived at our Loudon, TN Post Office.
- Fri-7/25 - 2:12 pm – package was left at my door by the Loudon, TN Post Office.

Along with my razor, the Post Office delivered a second package. It was addressed to someone in Illinois. I called the post office and they picked up the package three days later, Mon-7/28 at 1:30 pm. The mis-delivered package was marked "Priority Mail."

The Second Continental Congress created the Postal Service in 1775. They have had 239 years to become organized. Our current Congress has now seen fit to put the management of our health care under the Infernal Revenue Service. I feel healthier and safer already – don't you? Just look how the Government has taken care of the Veterans Administration!